



October 2018



<http://eugenelane-or.aauw.net>

AAUW Eugene-Lane Branch Meeting

Saturday, October 13

Westminster Presbyterian Church

777 Coburg Road, Eugene

Social time: 9:30 am

Business Meeting: 10 am

Program: 10:30 am

Hostesses: Linda McCleary & Jill McCleary

Questions Answered about November Voting Issues

The guest speaker at our branch meeting will be a representative from the League of Women Voters, who will present a non-partisan overview of issues to be voted on in the November election.



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The President's Corner

Wow. It might take fewer words to cover what's NOT under way this season for our sturdy little Eugene-Lane branch! Lest we (or at least I) grow alarmed at the volume, we'll proceed in the spirit of Anne Lamott's excellent book on writing and life, *Bird by Bird*.

In her book, Lamott shares a childhood experience that shaped her life. Her brother was feeling overwhelmed as he struggled with a homework assignment on ornithology. Their father coached her brother past his panic: "*Bird by bird, buddy. Just take it bird by bird.*"

And so we shall do the same. Following up on our high-flying September kick-off meeting, here are a few of the more active ducks in our row.

NEW MEMBERS

Thanks to our summer reach-out, we welcomed at least nine new guests to our September get-together. So many, I may have lost count! Better yet, several of our guests are now branch members. We'll share their particulars at our October meeting, so you can add our new friends into your branch directory.

To give you a sampling, guests included: **Susan Castillo**, former Oregon state senator and superintendent of schools; **Kirstin Sterner**, a molecular geneticist who recently achieved tenure at UO; new branch member **Cathy Meyer**, an artist/painter and volunteer supporting girls with disabilities; new branch member **Susan Hudson**, a retired librarian; new branch member **Mary Grant**, who has participated in an AAUW branch of expat Americans in Canada; and perhaps our first branch member from Florence, OR, **Charleen Hauser-Mahardy**, a Pregnancy Crisis Center volunteer. Combined with our many returning members, it was an amazing gathering ... and a powerful one, if I do say.

NEW BUDDY SYSTEM

To keep the momentum going, we've established a "buddy system," fueled by the energy of a half dozen seasoned members. Each new branch member will be assigned an existing member "buddy," who will help her access our resources, find activities of interest, and become a welcome member of our branch. **Existing branch members:** If you'd like to be a "buddy," please contact **Carene Davis-Stitt** to learn more. The more the merrier. **New members:** Expect your buddy to reach out to you pretty soon. Send me any questions you may have in the meantime.

NEW INTEREST GROUPS

In addition to our existing interest groups (**Afternoon Book Club**, **Out to Lunch Bunch**, and **Alpha Bridge**), we have considerable interest in forming a group many other branches sponsor: **Great Decisions, a Foreign Policy Association Program**. Several members also expressed interest in forming a "**Dinner Out**" group. Other ideas included a "**Work Smart**" group (to advance women's pay equity), and a **Hiking group**. Want to know more? Come to our October meeting, where sign-up sheets will be available, or keep an eye on our website for updates here: <https://bit.ly/2xjkMC8>.

NEW LEADERSHIP OPPORTUNITIES

For maximum lift, we've got two leadership roles to fill. First, we could use several new hands for **public policy**. Since no one person is likely to fill Kappy Eaton's amazing shoes, we need several co-chairs and/or committee members to make this vital work light. Let me know if you'd like to be part of it.

We're also seeking a volunteer to maintain our **branch policies and bylaws**. If you've got an eagle eye for detail and are looking for a valued role that won't take a ton of time, this one is perfect for you. Again, if that's of interest, let me know.

BIRD BY BIRD!

Whew, see you October 13th, when our featured speaker(s) from **the League of Women Voters** will offer a balanced, non-partisan overview of the upcoming November ballot issues.

Wendy



SPICE CAMP CELEBRATION & DEMONSTRATION DAY

By Peggy Shippen



Did you know? SPICE is a program of the University of Oregon committed to increasing the participation of girls and women in science, technology, engineering and mathematics through exciting, hands on, two-week science day camp with reliable role models.

Brandy Todd, PhD, Camp Director, (right in photo opposite) invited us to watch demonstrations recapping their fun and creative learning experiences. Attending was well worth the effort! Here are bits and pieces of the fun and impressive presentations (including a computer slide show overhead) and demonstrations these young girls made of their favorite SPICE Camp learning experiences:

Science Discovery is for 6th (& 7th) graders to explore a wide range of topics from genetics & neuroscience to physics & engineering through hands on activities including a visit to real UO science labs. These young girls loved learning about the mouse brain to learn how epilepsy is controlled. Another group loved how the “miracle berry” makes everything tastes sweet. Some of the girls loved the science but others loved learning engineering and how to build towers out of

popsicle sticks. The audience of parents and I were stunned to learn from these future scientists that the right mixture of light coffee creamer and dish soap can be set on fire! You would have loved the excitement, interest and confidence expressed by these young girls during their presentations.

Forensic Investigation is for 7th (& 8th) graders to learn how scientists discover what happened before they were on scene, be it a crime that happened a few hours before or an event that happened millions of years ago. In the crime of the Assassinated Aunt, the girls tested blood and did a powder analysis on fingerprints. In the ATM Hacker case, they did an handwriting analysis. They compared the evidence with witness statements arrested the guilty party and let the innocent go free.



Computer Science and Engineering (aka Pinball) is for 8th (& 9th) graders to learn simple programming, robotics and basic physics. They took all two weeks to build fully functional pinball machines displayed in the Willamette Hall Atrium. Parents crowded around to look at each uniquely designed machine and watch the action. The girls in the picture on the left shows them celebrating after their machine worked to perfection!

Ice cream made from liquid nitrogen by past SPICE campers who helped during the camp was served to all! (See photo top left.)

An AAUW of Oregon Public Policy Update

By Trish Garner

AAUW of OR Public Policy Chair
National Public Policy Committee

Overview (excerpted from full report):

1. Honoring Kappy Eaton
2. Ballot Measures – Take Action: Vote NO on Measures 103, 105 and 106 !!
AAUW of OR Action Regarding Allegations of Sexual Harassment at our State Capitol
3. Increased Funding for Title IX enforcement in Oregon Schools
4. Status of Other Legislative Priorities
5. Equal Pay Toolkit

1. Honoring Kappy Eaton

Scheduled for April 25, AAUW of OR, the League of Women Voters of OR, and Common Cause of OR anticipate presenting a resolution at the State Legislature honoring Kappy Eaton. Rep Nancy Nathanson has agreed to sponsor it. We will be in contact well before then to the extent we wish to coordinate efforts. I believe that this a very BIG DEAL and I'm sure you agree!

Editor's Note: As April nears, we'll provide additional info about how our Eugene-Lane branch will be involved in this special resolution.

2. Ballot Measures – Take Action: Vote NO on Measure 103, 104 and 106 !!

When you receive your Voters' Pamphlet (Oct 10-12), you may notice AAUW of OR is listed as a signatory to the "NO" statements regarding these three Ballot Measures. It is important that you, your Branch and your community are informed about what these Ballot Measures are all about, particularly as there is a lot of mis-information circulating about them. So I suggest you take action now: sponsor a Forum, community event or Branch meeting about the Measures!

Here is a description of these Ballot Measures and why we oppose them. I've not placed them in numerical order because our very first and highest priority is to defeat Measure 106.

NO to Ballot Measure 106 – It would bar public funding for abortions, which not only restricts reproductive freedom and access to the full spectrum of reproductive services for those who receive coverage through the Oregon Health Plan, but public employees as well. If this Measure is passed, it is only the first step down the road to complete eradication of the right to reproductive choice.

NO to Ballot Measure 104 – It would extend the requirement for a 3/5ths majority vote in both the House and Senate in order to enact tax exemptions, credits and deductions. Right now a 3/5ths supermajority vote is required to raise revenue, i.e. taxes, and that provision will remain as is. The primary reason we oppose this Measure is that it just does not make sense to mandate fiscal policy via a Constitutional amendment. By focusing attention on each and every legislative vote, it also fosters the winner-take-all, hyper-partisan approach that our political parties feel they must adopt in order to enact their platforms. Even more importantly, we do not need to reduce funding for much needed educational, health care, social services, law enforcement and other services.

NO to Ballot Measure 103 – It would prohibit state and local governments from enacting taxes on "groceries." The Measure is a remedy in search of a problem — there is no effort to impose sales taxes in general or sales taxes on groceries. "Groceries" are defined as "any raw or processed food or beverage intended for human consumption except alcoholic beverages, marijuana products, and tobacco products." The Measure also enshrines a special interest into a Constitutionally mandated loophole, which is not a good way to govern and to manage state budgets. The main group pushing this Measure are manufacturers of sugary drinks and sodas. They want to counter a growing movement for cities to ban such products.

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3. AAUW of OR Action Regarding Allegations of Sexual Harassment at our State Capitol

As you are likely aware, on August 1st the Commissioner of the Bureau of Labor and Industries, Brad Avakian, filed a BOLI complaint charging that legislative leaders in Salem created a hostile environment in which complaints of sexual harassment were ignored, underplayed or buried at the Capitol. House Speaker Tina Kotek and Senate President Peter Courtney have denied the allegations, pointing to the fact that while “it does not have all the answers,” it had “been working collaboratively with BOLI since the end of last year on reviewing its training, personnel rules, and workplace practice” and had already requested the Oregon Law Commission to conduct a review of its practices regarding harassment at the legislature.

Here is a link to the official complaint and response: <https://www.oregonlegislature.gov/lc/Pages/BOLI-Complaint.aspx>.

In response to this situation, our State Public Policy Committee determined that we needed to express our sincere concerns about these charges and to do all we could to ensure that the Capitol remedied these problems as soon as possible. In my capacity as State Public Policy Chair I am therefore attending the Oregon Law Commission Workgroup hearings which will be making recommendations about sexual harassment policies and procedures at the Capitol. I have also recently met with legislative representatives, including Speaker Kotek, and other coalition partners. We wish to ensure that this process take place expeditiously and transparently.

4. Increased Funding for Title IX enforcement in Oregon Schools

AAUW of OR is making some real progress in building legislative support for adding funds to the budget of the Oregon Department of Education which will be dedicated to Title IX enforcement / compliance, sexual bullying / harassment and gender discrimination in Oregon schools. As you have heard me say before, having only one one-quarter employee charged with the responsibility for doing this work in all Oregon’s schools is simply unacceptable. Acting on this premise, a number of AAUW of OR members have testified

at Listening Tour hearings held by the Joint Committee on Student Success: Wanda Rafferty (Baker), Pat Hines (Wallowa County); Pat Squire and Robi Ingram Rich (Lake Oswego), Joyce Zook and Delores Milnarczyk (Salem); Gayle Clason, Barbara Paulson and Sherry Schroeder (Medford); Barb Ternus (Hillsboro-Forest Grove), Trish Garner (Portland). Next up are hearings in Redmond (Sept 13), Portland (Sept 27) and Coos Bay (Oct 10). These witnesses have done an invaluable service because as a result of their testimony, Committee legislators now spontaneously give favorable “I agree” nods when they hear “I’m a member of AAUW of OR ... ”

I am also hopeful that legislative support for this issue will not only be bipartisan but bicameral as well. Budget matters are usually hammered out at the end of the legislative Session, so stay tuned!!

5. Status of Other Legislative Priorities

Although the legislature does not formally begin until January, legislators need to have requested the Legislative Counsel’s Office to draft their proposed measures by September 28th. As you can see, legislators are therefore not only busy with elections but also nailing down their legislative priorities. Other than the Title IX issue mentioned above, our priorities at this point include: banning non-disclosure and no re-hire provisions in sexual harassment settlements, increasing the time within which victims can file lawsuits regarding sexual harassment, allowing lawsuits to be filed against harassers — as opposed to the business where they work, and paid family and medical leave. I am hoping that we will also see some legislation that strengthens the laws against age discrimination and tackles the high prices of medications, but I can’t promise that at this moment.

We continue to be active in the Oregon Women’s Equity Coalition, the Health and Human Services Coalition, Allies for a Healthier Oregon, the TANF (Temporary Assistance for Needy Families) Alliance and the Earned Income Tax Credit Coalition. Lots to do!!

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6. Equal Pay Toolkit

Our State Vice Chair of Public Policy Shilpi Banerjee has updated our Equal Pay Toolkit to reflect changes adopted by the Bureau of Labor and Industries. The updated Toolkit is available via our website - <https://aauw-or.aauw.net/oregon-equal-pay-tool-kit/>.

And while I'm at it — I was also asked and in fact participated in the BOLI administrative rule-making process regarding Equal Pay. It was quite interesting! AN IDEA— is there an area or group in your town or an adjacent town that might not be getting the word about Equal Pay? Consider engaging with that community by sponsoring a program. You never know what magic may transpire!!



Best,

Trish

503-407-2341
garner37@mac.com

AAUW Work Smart

The AAUW Work Smart online workshop tool has launched! This online tool is designed to help women negotiate for a new job, raise, or promotion. Attendees will gain confidence in negotiation style through facilitated discussion and role-play and learn the steps to plan and carry out the negotiation.

Why is negotiation so important? AAUW's research on the gender pay gap shows that, one year out of college, women are already paid significantly less than men. Women who work full time take home 80 cents for every dollar a full-time male worker is paid. And over a lifetime, those lost potential earnings add up.

Women who negotiate increase their potential to earn higher salaries and better benefits packages. By negotiating fair and equitable salaries, women will be better able to pay off loans, buy the things they want and need, and even save for retirement.



Astrophysicist Bell Burnell Breaks Through Barriers

An interesting column in *Ars Technica* caught our eye recently. You'll find the full piece here: <https://arstechnica.com/science/2018/09/jocelyn-bell-burnell-wins-3-million-prize-for-discovering-pulsars/>

To summarize, at age 75, **astrophysicist Bell Burnell** was recently awarded a \$3 million Special Breakthrough Prize in Fundamental Physics. Good for her!

What makes the award especially compelling is that she came close to winning a Nobel Prize in 1974, as part of a team who discovered the first pulsars. The article explains, "Bell Burnell received her PhD in 1969. [Her thesis advisor Anthony] Hewish won the Nobel Prize in Physics in 1974 for the discovery of the first pulsars, sharing the honor with fellow astronomer Martin Ryle. Noticeably absent from the citation: the woman [Dr. Burnell] who pored through all those records and made the actual discovery."

The article relates this and her other lifelong challenges as a woman of science. And yet, she prevailed. Since receiving the Breakthrough award, she has announced her plans to **"use the prize money to set up a special scholarship fund to counter 'unconscious bias' in the physics community by making it easier for women, under-represented ethnic minority and refugee students to become researchers."**

In her own words, she explains: "I don't want or need the money myself and it seemed to me that this was perhaps the best use I could put to it."

Well said, Dr. Burnell!

Out-to-Lunch Bunch

Wednesday, October 10, 11:30 am

BE THERE OR BE SQUARED

October's Out-to-Lunch will be the at B-Squared (B2) Wine Bar, 11:30 on October 10.

B2 is located at 2794 Shadow View Drive, off Crescent Drive east of Coburg Road. There is free parking behind it, and a rear door.

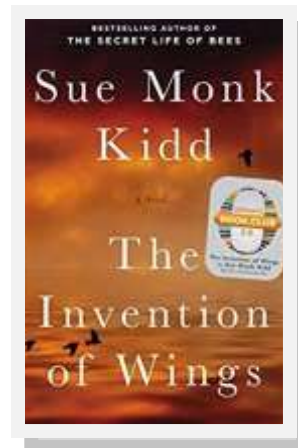
To make a reservation, contact Carol Hildebrand, (541) 344-4267.



Book Group

Monday, October 15, 2 pm

Hosted by Carene Davis-Stitt
at Falcon Wood Village Clubhouse
1475 Green Acres Road
Eugene, OR 97408



From the celebrated author of *The Secret Life of Bees*, a #1 New York Times bestselling novel about two unforgettable American women.

Hetty “Handful” Grimke, an urban slave in early nineteenth century Charleston, yearns for life beyond the suffocating walls that enclose her within the wealthy Grimke household. The Grimke’s daughter, Sarah, has known from an early age she is meant to do something large in the world, but she is hemmed in by the limits imposed on women.

As the stories build to a riveting climax, *Handful* will endure loss and sorrow, finding courage and a sense of self in the process. Sarah will experience crushed hopes, betrayal, unrequited love, and ostracism before leaving Charleston to find her place alongside her fearless younger sister, Angelina, as one of the early pioneers in the abolition and women’s rights movements.

This exquisitely written novel is a triumph of storytelling that looks with unswerving eyes at a devastating wound in American history, through women whose struggles for liberation, empowerment, and expression will leave no reader unmoved.

September Program Notes



***Annemieke Golly, PhD
Oregon Research
Institute***

President Wendy Cook introduced September's speaker with, "Great teacher's teach us how to

learn." Dr. Golly started out by passing out 4 cards to instantly designated special people, for a "Special Surprise." >Squirt< dopamine, oxytocin. No prescription needed. Positive reinforcement: Positive Behavior Support Model. For a bit of autobiographical background, Annemieke shared that she was one of six siblings, born in Holland. At the age of fifteen, she became a Peugeot mechanic, leaving school altogether, because her father needed help. She married a customer who was in the American military, and came to the U.S. She had two children, a girl and a boy, and her son Mark was diagnosed with "Minimal Brain Damage." "He'll never be able to read or write." Being a complacent, accepting, and passive individual, Annemieke believed everything she was told, and took no action. NOT. They kicked Mark out of school. She went to consult a Dr. Ingelman, who said that there was nothing wrong with him, and he taught Annemieke strategies to use to keep Mark on task. She went back to the school and showed them Mark reading after two months. She then started teaching kids who were misbehaving – which is a sign of not meeting schooling expectations. Clear consequences for bad behavior, lots of praise for other behavior – know what you expect and demonstrate it. At one time, she was working from 9am to 3pm on a voluntary basis on a military base in Germany. Lots of unpaid full-time work. Eventually, she had her office/classroom in the classroom bathroom.

Later, she was tutoring 35 immigrant kids at a local school. One day one of her students came up to her and informed her "You not real teacher." This jewel had been imparted by the certified teacher in charge, who had told Annemieke's students not to ask Annemieke questions. This lack of respect pushed her over the education impediment, and she went to LCC and got her G.E.D., and then on to UO to get her doctorate in Behavioral Disorders. Then more studies on Minimal Brain Damage, to get another Ph.D. Now she says the psychological buzzword of the day is Autism, and she wonders what it will be in twenty years. These are labels for kids that don't flourish in standard, overcrowded, and understaffed school environments. Annemieke's daughter died three years ago, due to falling and fracturing her skull. Mark still falls asleep if over-stimulated. He was in the military, retired, and has two horses.

When teaching, non-verbal cues (red card/green card) can be used to indicate desirable and undesirable behavior, without drawing unwanted attention, or impeding the flow of the lesson. The whole class wins a point game, so the students encourage each other, rather than competing with each other. No verbal admonishment, just the red card, and no points. "It's always the adults that have to change, by the way."

All positive, not based on punishment. Have to get the whole school to work on the same philosophy, or behavior reverts when they leave the classroom. The program is in 900 schools in Holland, using her methods and book. She passes out "scoobies" bracelets, "You are doing such a good job!" - Positive expectations; - Role play: teach how to do it. Behavior problems must be addressed early; - Reinforce how to do it: Not cured, but managed. They have a need for

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attention, or avoidance/escape – which is just as real a need as having to go to the bathroom. Use words, “I notice, I saw” to fill that attention bucket. They (everyone) need seven positives for one negative. Give attention for appropriate behavior, vice inappropriate behavior. It makes you feel good when people use your first name, and then give you a compliment,

or notice something you've done. *“I'm happy, I'm calm, I'm good at what I do”* – a self fulfilling mantra for coping with stress. The same as Operant Conditioning – Clicker Training – but language gives you more tools with people.

by Elena Rae

Positive Quotes *By* *Annemieke Golly*

1. “You never know when you get a surprise!”
2. Model the actions you want others to do.
3. The more attention you pay to behavior, the more you will see that behavior.
4. Children want to be noticed.
5. Reinforcers must be meaningful to the child.
6. Reteach (through role-play) the behaviors you want.
7. Let teachers know when they are doing well.
8. Reinforce all the students in the class, not only the target child.
9. Catch kids doing “the right thing.”
10. Catch other adults doing “the right thing.”
11. Remind teachers that they are the most powerful positive reinforcer for the child.
12. Remind parents that they are the most important person in the child's life.
13. Notice positive things in the classroom and let the teacher know.
14. Write a positive note to the teacher and put it in their box.
15. Write a positive note to the parents and send it with the child.
16. Write a positive note to your student after the program is finished.
17. Predictability helps students make better choices.
18. Make more “do” requests than “don't” requests.
19. Always stay neutral and calm.
20. Treat children with respect and the respect will be returned.
21. Avoid power struggles!
22. Use humor!

BRANCH LEADERSHIP TEAM

Board Officers

President:	Wendy Cook
Co-Program Vice-Presidents:	Jill McCleary Ardith Hinman
Membership Vice-President:	Claire Ragsdale
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Communications Vice-President:	Elleen Levy
Recording Secretary	Elena Rae
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LCC C/U Representative:	
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Newsletter:	Carene Davis-Stitt
Reader Board:	Marian Spath
Website Manager:	Wendy Cook

**Invite a local business
to sponsor us this season!**

**Sponsorship info and forms are found at:
[https://eugenelane-or.aauw.net/
participate/sponsor/](https://eugenelane-or.aauw.net/participate/sponsor/)**

VISION

AAUW will be a powerful advocate and visible leader in equity and education through research, philanthropy, and measurable change in critical areas impacting the lives of women and girls.

MISSION

AAUW advances equity for women and girls through advocacy, education, philanthropy and research.

VALUE PROMISE

By joining AAUW, we belong to a community that breaks through economic barriers so that all women have a fair chance.

DIVERSITY

In principle and in practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in the organization on the basis of gender, race, creed, age, sexual orientation national origin, disability or class.

The News

is published monthly, September through June, by AAUW Eugene-Lane Branch. It is distributed to members by e-mail or regular mail.

Deadline is the 20th of each month, August through May. Items are to be submitted to the editor by that date.

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Board Meeting Schedule

Friday, October 5, 3:00 pm

Wendy Cook's home

Monthly Branch Meeting Schedule

Meetings are on Saturday mornings at Westminster Presbyterian Church, 777 Coburg Road, 9:30 a.m. to noon.

Programs are subject to change.

Monthly program information is available in the branch newsletter and on the website at:

<http://eugenelane-or.aauw.net/Newsletter>

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Interest and Project Groups

Branch members are invited to join any group. Please call the contact person for details. If you're interested in forming a new group, please contact the branch president.

Afternoon Book Group—3rd Monday at 2 pm

Meets in homes of members.

Contact Cindy Parker, 541-344-4572

Alpha Bridge—Every Tuesday at 1:30 pm

Willamalane Senior Activity Center, Springfield

Contact Ardith Hinman 541-747-4310

Out-to-Lunch Bunch

Contact Carol Hildebrand, carodane@aol.com,

541-344-4267

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541-342-3398

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to our sponsors



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